

CHINH Q. LE, DIRECTOR  
NEW JERSEY DIVISION ON CIVIL RIGHTS  
OFFICE OF THE ATTORNEY GENERAL  
DEPARTMENT OF LAW & PUBLIC SAFETY  
DCR DOCKET NO. EG05FB-61348-E

DOROTHY ANN WILLIAMS and  
CHINH Q. LE, DIRECTOR ON CIVIL  
RIGHTS,

Complainants,

v.

UNITED SUPPORT SOLUTIONS,

Respondent.

**CONSENT ORDER AND DECREE**

I. DEFINITIONS

- A. "Complainant" refers to the above named complainants in this matter, specifically Dorothy Ann Williams and Chinh Q. Le, Director.
- B. "Law Against Discrimination" means the New Jersey Law Against Discrimination as codified by N.J.S.A. 10:5-1 to -42.
- C. "The New Jersey Family Leave Act (FLA)" means the Family Leave Act codified at N.J.S.A. 34:11B-1 to et seq.
- D. "Respondent" refers to the above named respondent in this matter, specifically United Support Solutions.

II. STATEMENT OF PRINCIPLES

- A. Chinh Q. Le is the Director of the New Jersey Division on Civil Rights and, in the public interest, has intervened as a complainant in this matter pursuant to N.J.A.C. 13:4-2.2 (e);
- B. Respondent and the Division on Civil Rights desire to assure that Respondent's hiring, employment, and dismissal practices fully afford equal employment opportunities in compliance with the Law Against Discrimination and the New Jersey Family Leave Act. To that end, Respondent hereby agrees with the Division to maintain a specific policy of non-discrimination and compliance with the Family Leave Act, as set forth below;
- C. Respondent, by signing this Consent Order and Decree, does not admit that it has violated the Family Leave Act;
- D. The specific actions which are set forth herein are appropriate to the objectives of ensuring compliance with the New Jersey Family Act;
- E. The Division on Civil Rights certifies that the execution and implementation of this Consent Order and Decree are proper and authorized under its mandates.

III. REMEDIAL ACTIONS

The parties agree to the following:

- A. All recruiting, processing, hiring, dismissals and other employment practices shall be maintained and conducted in a manner that fully complies with the New Jersey Law Against Discrimination and the New Jersey Family Leave Act.
- B. Respondent shall henceforth cease and desist from doing any act prohibited by the Family Leave Act.
- C. Respondent shall pay Ms. Dorothy Ann Williams a lump sum in the amount of Twenty-Four Thousand Dollars (\$24,000.00) as a condition of settlement. In furtherance of this Consent Order and Decree, Ms. Williams will be provided by Respondent with a separate release of all claims.
- D. The amount shall be made by check payable to Dorothy Ann Williams within thirty days (30) of the executed Consent Order and Decree. The check and a 1099 form shall be mailed to the attention of Waleska Lucas, at the Division on Civil Rights, 31 Clinton Street, 3<sup>rd</sup> Fl., P.O. Box 46001, Newark, New Jersey 07102, who will in turn deliver it to Ms. Williams.
- E. Additionally, Respondent shall compensate the New Jersey Division on Civil Rights in the amount of One Thousand Five-Hundred Dollars (\$1,500.00) for administrative costs attendant to the processing of this matter and an additional sum in the amount of One Thousand Five-Hundred Dollars (\$1,500.00) as a fee in lieu of the statutory penalty to which the Division would be entitled if this

matter were litigated before the Office of Administrative Law. These amounts shall be paid by check, within thirty days of the executed Consent Order and Decree, payable to the Treasurer, State of New Jersey, and shall be delivered to Waleska Lucas, at the Division on Civil Rights, 31 Clinton Street, 3<sup>rd</sup> Fl., P. O. Box 46001, Newark, New Jersey 07102.

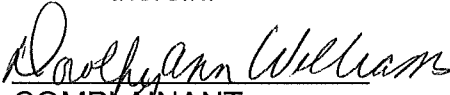
- F. Respondent shall not engage in any retaliatory conduct against Ms. Williams or against any participant in these proceedings or allow any of its employees to engage in any such conduct.
- G. Respondent shall, within three (3) months of this agreement, provide effective mandatory training programs on its Family and Medical Leave Policy which incorporates both the federal Family and Medical Leave Act and the New Jersey Family Leave Act. The training shall be designed to educate all of Respondent's employees about their rights under the New Jersey Family leave Act and explain the procedures to follow when taking leave under the Policy. Proof of training shall be mailed to the Division within thirty (30) days after training is provided.

#### IV. ENFORCEMENT

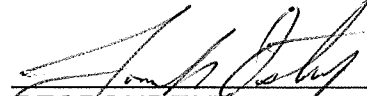
- A. This Consent Order and Decree shall have the same force and effect as a cease and desist order issued by the Director pursuant to N.J.S.A. 10:5 19, and shall operate as a complete and final

disposition of the aforesaid verified complaint subject only to the fulfillment of all the foregoing provisions.

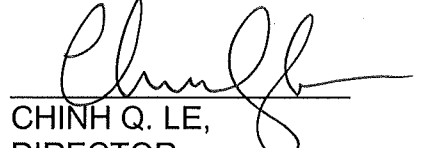
B. In the event that Respondent defaults with respect to any provisions herein, Respondent hereby consents to the entry of this Consent Order and Decree in the Chancery Division of the Superior Court of New Jersey, thereby making this Consent Order and Decree an order of the court for purposes of enforcement therein.

  
COMPLAINANT  
Dorothy Ann Williams

March 28, 2011  
DATE

  
RESPONDENT  
United Support Solutions

3/28/11  
DATE

  
CHINH Q. LE,  
DIRECTOR,  
DIVISION ON CIVIL RIGHTS

04/06/11  
DATE